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27 MAR 1968

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NOTE FOR: Mr. Bannerman via Mr. [redacted] y, [redacted]

1. The Committee on Professional Manpower noted as a general finding:

The Agency has been able to hire the quantity and quality of junior professional officers needed to accomplish its mission. Their on-the-job performance and estimated potential appear to preclude both a near- and long-range succession problem. The critical question is whether the Agency will be able to assure long-term tenure and experience by providing adequate job challenge, responsibility, and career advancement opportunity, for professional officers at all levels, including junior professionals.

2. The major recommendations of the committee are: (Pages 10-12)

- a. That the PATB be administered to all future junior professionals as part of the selection process. The DDS&T has a reservation on this point.

- b. That such items as pre-employment travel reimbursement, expenses incurred when entering on duty, early provision of full-time training, greater insurance and hospitalization benefits, and sabbatical leave be examined for possible improvements.

- c. That there be increased Directorate participation in field recruitment by each of the Directorates, in cooperation with the Office of Personnel.

- d. That serious attention be given to revising Headquarters Regulation [redacted] Program, or that action be taken to improve Directorate compliance with its provisions.

- e. That promotion from sub-professional to professional categories be scrutinized more vigorously and systematically as this source of new professional officers has proved to be the least satisfactory.

- f. That all possible methods be examined to relieve and prevent the recurrence of the congestion problem at the senior levels of the Clandestine Services.

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g. That each Directorate institute a means of accumulating more reliable information on why professional officers leave the Agency.

3. The report includes considerable material and statistics which we have already received from the Office of Personnel. A point of particular interest developed by the survey is that of 313 Agency supervisors who were surveyed, 245 believe the FY 1963-67 group of junior professionals is equal, or superior, in quality to the group which entered on duty prior to 1963. In the DD/S and DDS&T every supervisor who expressed an opinion believed that the FY 1963-67 group to be either equal or superior. In addition the heads of all career services in the Support Directorate were unanimous in believing that the FY 1963-67 group is superior.

4. I have marked in red specific paragraphs or statements that I believe may be of interest to you. I believe that you may also find Tab J of special interest as this addresses itself to the matter of which colleges and universities have seemingly produced the best people for the Agency.



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